



# Selecting In, Screening Out

## • Presenters:

- Dr. Dennis Conroy, Ret. Sgt., St. Paul (MN) Police Department
- Dr. William Donnoe, Ed. D, Donnoe & Associates
- Dr. Mark Zelig, Salt Lake (UT) Police Department

## • Overview:

- This session will encompass everything from oral exams and psychological tests to more effectively using the field training program within the overall selection process.

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## • Traits Identified: Recruiting Campaign

- Communication
- Compassion
- Dedication
- Commitment and achievement
- Integrity
- Courage



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## • Community Involvement:

- Meetings with community leaders
- What kind of people you want to be cops
- Problems with working relationships
- Problems with responses



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## • Psychological Findings:

- Creative
- Understanding
- Courageous
- Tenacious
- Compassionate
- Inter-active
- Self-confident



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## • Develop Integrated Field Training Program

- Best character traits integrated into field training program
  - basic foundation of program
  - focus on training
  - focus on evaluation
  - character becomes a part of the process

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- **Total Cost to get One Trainee through Training:**
  - Since only one of three new dispatchers stay the first year, the cost of acquiring one dispatcher =

• **\$94,000.00**